



Professional Development Program

Managing and Adapting Practice (MAP)

Version: 2/11/2010

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ABOUT MAP

The MAP system is designed to improve the quality, efficiency, and outcomes of children’s mental health services by giving clinicians easy access to the most current scientific information and by providing user-friendly measurement tools and clinical protocols. Using an online database, the system can suggest formal evidence-based programs or, alternatively, can provide detailed recommendations about discrete components of evidence-based treatments relevant to a specific youth’s characteristics. Whether services are delivered through existing evidence-based programs or assembled from components, the MAP system also adds a unifying evaluation framework to track outcomes and practices.

THE MAP PROFESSIONAL DEVELOPMENT PROGRAM

The MAP Professional Development Program helps individuals develop proficiency in the selection, organization, and delivery of common practices used in evidence-based treatments in order to improve their direct services to clients. In addition, the program offers training for those who wish to provide supervision, consultation, or training to others within their agency.

The MAP Professional Development Program can foster varying levels of development, depending on the role a professional is intended to serve within his or her organization.

	User – uses any MAP materials or tools
	Supported User – is developing competency with the MAP system by receiving supervision or training
Direct Service Roles	Therapist – demonstrates the core competencies necessary to deliver evidence-informed care using the MAP system
	Advanced Therapist – demonstrates high-level proficiency in the delivery of evidence-informed care using the MAP system
Supervisory or Training Roles	Agency Supervisor – provides supervision and consultation to intra-agency Supported Users
	Training Professional – provides supervision and consultation to intra-agency Supported Users; delivers curricula and reviews to produce intra-agency Therapists and Advanced Therapists; may work with a Practicewise Training Partner to produce additional intra-agency Training Professionals

Participants in the MAP Professional Development Program develop their expertise through specific combinations of materials and tools, supervision and consultation, established curricula (the *Direct Services Curriculum*, the *Advanced Direct Services Curriculum*, the *Supervision and Consultation Curriculum*, and the *Training Curriculum*), promotion reviews, and performance reviews.

LEVELS OF DEVELOPMENT

User

Any interested person may become a MAP **User** by registering at the PracticeWise website (www.practicewise.com) and subscribing to a MAP service, such as the PracticeWise Evidence-Based Services (PWEBS) Database, Practitioner Guides, or Clinical Dashboards. These materials and tools are designed to help a **User** deliver evidence-informed care to clients.

Opportunities for Advancement

A **User** may become a **Supported User**.

Supported User

A **Supported User** is a **User** who is developing competency with the MAP system through participation in supervision and consultation or the *Direct Services Curriculum* training.

Opportunities for Advancement

A **Supported User** may seek promotion to **Therapist**.

Therapist

A **Therapist** has demonstrated the core competencies necessary to deliver direct services using the MAP system, as indicated by the successful completion of the *Therapist Promotion Review*, which requires:

- (a) documentation of knowledge, decision-making, and technical skills in planning, practice, and monitoring using the MAP system
- (b) training or supervised experience sufficient to meet the standards of the *Direct Services Curriculum* [40 hours]
- (c) provision of direct services using MAP [either therapy or consultation] to at least 2 clients, targeting at least 2 independent treatment domains (e.g., depression, conduct), and including at least 20 unique clinical events (e.g., therapy sessions, home visits)
- (d) receipt of at least 12 hours of supervision or consultation in the MAP system over a 6-month period.

Performance Review

Maintenance of **Therapist** status requires successful completion of a *Therapist Performance Review* every 3 years.

Opportunities for Advancement

A **Therapist** may seek promotion to either (a) **Advanced Therapist** or (b) **Agency Supervisor**.

Advanced Therapist

An **Advanced Therapist** has demonstrated high-level proficiency in the delivery of direct services using the MAP system, as indicated by the successful completion of the *Advanced Therapist Promotion Review*, which requires:

- (a) performance-based evidence of knowledge, integrative judgment and reasoning, technical skills in planning, practice, and monitoring, and achievement of client outcomes using the MAP system
- (b) training sufficient to meet the standards of the *Advanced Direct Services Curriculum* [16 hours beyond *Direct Services Curriculum*]
- (c) provision of direct services using MAP [either therapy or consultation] to at least 2 clients, including at least 10 unique clinical events (e.g., therapy sessions, home visits), beyond the requirements of the *Direct Services Curriculum*
- (d) receipt of supervision or consultation in the MAP system for at least 12 hours over a 6-month period, beyond the requirements of the *Direct Services Curriculum*.

Performance Review

Maintenance of **Advanced Therapist** status requires successful completion of an *Advanced Therapist Performance Review* every 3 years.

Opportunities for Advancement

An **Advanced Therapist** may seek promotion to a **Training Professional**, when **Agency Supervisor** requirements are also met.

Agency Supervisor

An **Agency Supervisor** has demonstrated the core competencies necessary to deliver evidence-informed care using the MAP system and is qualified to provide supervision and consultation to produce **Supported Users** who qualify for a *Therapist Promotion Review*. The scope of practice for supervision and consultation services is limited to the internal customers of the **Agency Supervisor's** registered organization.

An **Agency Supervisor** has successfully completed the *Supervisor Promotion Review*, which requires:

- (a) performance-based evidence of knowledge, awareness of treatment targets, decisiveness, task focus, error detection and correction, performance evaluation, technical skills in planning, practice, and monitoring, and achievement of client outcomes using the MAP system
- (b) training or supervised experience sufficient to meet the standards of the *Supervision and Consultation Curriculum* [16 hours beyond the *Direct Services Curriculum*]
- (c) provision of at least 15 hours of supervision or consultation in the MAP system to at least 6 professionals.

Performance Review

Maintenance of **Agency Supervisor** status requires successful completion of an *Agency Supervisor Performance Review* every 2 years.

Opportunities for Advancement

An **Agency Supervisor** may seek promotion to a **Training Professional**, when **Advanced Therapist** requirements are also met.

Training Professional

Training Professional is the capstone position of the MAP Professional Development Program.

A **Training Professional** has demonstrated high-level proficiency in the delivery of direct services using the MAP system and is qualified to provide training, review, and supervision. A **Training Professional** may produce **Supported Users, Therapists, and Advanced Therapists** through supervision and consultation and delivery of the *Direct Services Curriculum, Advanced Direct Services Curriculum, Therapist Promotion Review, and Advanced Therapist Promotion Review*. A **Training Professional** may be part of a two-person team with PracticeWise to provide the *Training Curriculum*. The scope of practice for training, review, and supervision and consultation services is limited to the internal customers of the **Training Professional's** registered organization.

A **Training Professional** has successfully completed the *Training Professional Promotion Review*, which requires:

- (a) clinically-oriented graduate training
- (b) supervised experience with children, adolescents, and families
- (c) performance-based evidence of technical competence with the MAP system (e.g., use of PWEBS, dashboards, implementation of clinical procedures), the ability to integrate and adapt complex information from multiple sources, an openness to learning, excellent communication and relational skills (e.g., public speaking, sociability), the ability to organize, lead, and develop others (goal setting, team building, handling conflict) and high levels of dependability (e.g., organization, professionalism)
- (d) provision of training covering the entire *Direct Services Curriculum* [40 hours]
- (e) reliable administration of promotion reviews for direct service roles

Performance Review

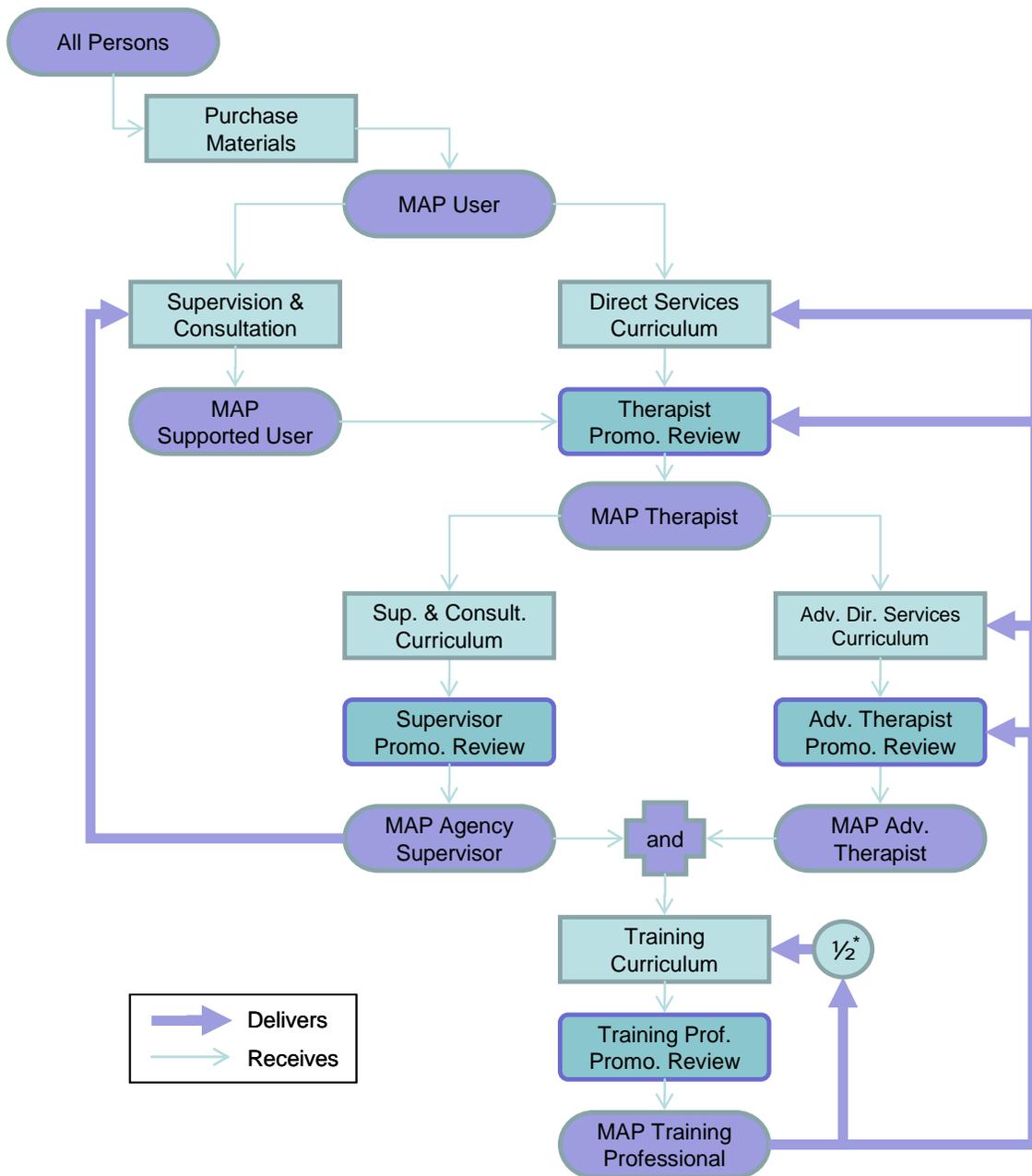
Maintenance of **Training Professional** status requires successful completion of a *Training Professional Performance Review* every 2 years.

MAXIMIZING THE BENEFITS OF MAP PROFESSIONAL DEVELOPMENT

Organizations may increase the benefits of the MAP Professional Development Program by carefully selecting participants with characteristics likely to lead to success. Individuals most likely to benefit from participating in the activities of the MAP Professional Development Program will demonstrate conscientiousness; interest in mastering new situations; confidence that they can succeed in the activity; belief that the activity is relevant to their work; expectation that the results of the activity will be valuable; belief that their personal behavior influences results; and ability to effectively manage their emotions (e.g., high anxiety may limit motivation and reduce the effectiveness of performance-based instructional methods).

In addition to selecting participants who demonstrate the characteristics likely to lead to success, organizations can help maximize the benefits of development activities by taking the following steps: offering participants preparatory information about the nature and anticipated results of the activity; framing the activity as an advanced, voluntary opportunity; setting explicit goals for use of the new tools and practices; creating diverse on-the-job opportunities to use the new tools and practices; organizing peers, supervisors, and subordinates to praise and reward use of the new tools and practices; and promoting a climate of continuous learning.

PROFESSIONAL DEVELOPMENT MODEL ILLUSTRATION



Note: * One MAP Training Professional may be part of the two-person training team for this curriculum.

Phase of Development	Participated				Provided			
	Materials & Tools	Curriculum-Based Training	Supervision or Consultation	Review	Direct Care	Supervision	Curriculum-Based Training	Review
User	<u>Any</u> <input type="checkbox"/> PWEBS <input type="checkbox"/> Practitioner Guides <input type="checkbox"/> Clinical Dashboards							
Supported User			<u>Any</u> <input type="checkbox"/> Hour 1					
To Therapist		<u>Direct Services</u> <input type="checkbox"/> Hours 1 – 40	<u>Direct Services</u> <input type="checkbox"/> Hours 1 - 12 <input type="checkbox"/> Months 1 - 6		<input type="checkbox"/> Case 1 - 2 <input type="checkbox"/> Target 1 - 2 <input type="checkbox"/> Clinical Events 1 – 20			
Therapist				<input type="checkbox"/> Promotion <input type="checkbox"/> Performance				
To Advanced Therapist		<u>Advanced Services</u> <input type="checkbox"/> Hours 1 – 16	<u>Direct Services</u> <input type="checkbox"/> Hours 13 – 24 <input type="checkbox"/> Months 7 – 12		<input type="checkbox"/> Case 3 - 4 <input type="checkbox"/> Clinical Events 21 - 30			
To Supervisor		<u>Supervision & Con.</u> <input type="checkbox"/> Hours 1 – 16	<u>Supervision & Consultation</u> <input type="checkbox"/> Hours 1 - 6 <input type="checkbox"/> Months 1 - 6			<u>Direct Services</u> <input type="checkbox"/> Hours 1 - 15 <input type="checkbox"/> Professionals 1 – 6		
Advanced Therapist				<input type="checkbox"/> Promotion <input type="checkbox"/> Performance				
Supervisor				<input type="checkbox"/> Promotion <input type="checkbox"/> Performance				
To Training Professional		<u>Training</u> <input type="checkbox"/> Individualized Plan					<u>Direct Services</u> <input type="checkbox"/> Hours 1 – 40	<input type="checkbox"/> Therapist <input type="checkbox"/> Adv. Therapist
Training Professional				<input type="checkbox"/> Promotion <input type="checkbox"/> Performance				